



Application for Waiver of Minimum Wage for Student Employees of Summer Camps 455 CMR 2.05(1)(c)

Pursuant to 455 CMR 2.05(1)(c), the Department of Labor Standards may issue to any summer camp a license permitting payment of not less than 80% of the basic minimum wage rate (\$8.00 per hour x 80% = \$6.40 per hour) to students enrolled in and employed by the camp.

To apply for this annual waiver, the employer must submit this completed application form, along with a fee of one hundred dollars (\$100). The fee must be submitted in the form of a money order or check, payable to the Commonwealth of Massachusetts, in the amount of the entire annual fee. This fee is not refundable in the event that this application is denied.

Please submit the completed application form and application fee to:

**Department of Labor Standards
Minimum Wage Program
19 Staniford Street, 2nd Floor
Boston, MA 02114**

Your application form and fee should be submitted at least 30 days prior to the requested date of applicability.

If you have any questions regarding this application, please contact DLS at 617-626-6952



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Please provide the following information:

1. Name of summer camp: _____
2. Telephone number: _____
3. Business address: _____
Summer address: _____
Winter address: _____
4. Name of owner, operator, and contact person and title: _____

5. Is the camp a residential or day camp?: _____
6. Is the camp a for-profit or non-profit camp?¹: _____
If non-profit, please provide a copy of the IRS tax exempt status letter.
7. The dates of operation: _____
8. The number of students to be employed at sub-minimum wage: _____
9. A list of the duties to be performed by the student employees: _____

10. The proposed hourly wage(s) to be paid to student employees: _____

11. a. Is this the camp's first application? Yes / No
b. If this is not the first application, when was the last application made? _____
c. If a previous application was approved, when was the waiver in effect? _____

Please note: If the waiver application is approved, the Department of Labor Standards may attach conditions to the granting of the waiver if deemed necessary.

Signature of Applicant: _____ Name of Applicant: _____
Title: _____ Date: _____

Office Use Only

CMS # _____ Check # _____ Date Received: _____

Granted / Denied Date: _____ Expiration Date _____ New Application / Renewal

¹Note: If the camp is operated by a charitable non-profit corporation, it is not subject to the overtime provisions of the Minimum Wage Law, M.G.L. c. 151, §1A (18). If the camp is operated on a for-profit basis, it is subject to the overtime provisions of Minimum Wage Law, M.G.L. c. 151, §1A, i.e. employees must be paid not less than 1½ times their regular rate of pay for hours worked in excess of 40 hours in one week, unless the camp is granted a separate overtime waiver pursuant to M.G.L. c. 151, §1A(9).